

NCCMH DIRECT SUPPORT STAFF TRAINING REQUIREMENTS GRID

SOURCE: IMPROVING MY PRACTICES/PER STGW
EFFECTIVE 11/02/2020 VERSION 21.2 12/4/2020

Specialized Residential Home Managers	Specialized Residential Administrators	Community Living Supports (CLS) Service Provider Staff	Pre-Voc and Non-Voc Skill Building DSP Staff	Specialized Residential DSP Staff	Respite Service Provider Staff	Child-Caring Institutions, Children's Group Home DSP Staff	Professional Contracted DSP Staff	As Identified in IPOS
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Training and Renewal Key ---->
DSP = Direct Service Provider
I-AN = Initially & As Needed
A = Initially & Annually
AN = As Needed
2 = Initially & Every 2 Years
3 = Initially & Every 3 years
IPOS = When identified in IPOS
2* = As required by the National Certifying Organization

GUIDELINE TITLE	REQUIREMENT PER POSITION								
Assisting People with Eating and/or Swallowing Difficulties								IPOS	IPOS
Autism Spectrum Disorder								IPOS	IPOS
Behavior and Crisis Intervention	3	3	3	3	3	3	3	I-AN	3
Building Natural Supports	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN
Cardio Pulmonary Resuscitation (CPR)	2*	2*	2*	2*	2*	2*	2*	2*	2*
Crisis Planning	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN		I-AN
Critical Thinking and Creative Problem Solving	AN			AN			AN		
Cultural Competence/Proficiency	3	3	3	3	3	3	3	A	3
Documentation Skills	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN		I-AN
Due Process/Exercising Rights/Grievance and Appeals	A	A	A	A	A	A	A	A	A
Emergency Preparedness	3	3	3	3	3	3	3		3
First Aid	2*	2*	2*	2*	2*	2*	2*	2*	2*
Food Safety	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN		I-AN
Health and Wellness	3	3	3	3	3	3	3		3
HIPAA/Privacy/Confidentiality	A	A	A	A	A	A	A	A	
Human Relationships	3	3		3	3	3	3	I-AN	3
Immobility and Positioning								IPOS	IPOS
Infection Control & Standard Precautions	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	A	I-AN
Introduction to Human Services and Meeting Special Needs	3	3	3	3	3	3	3		3
Lifts & Transfers								IPOS	IPOS
Limited English Proficiency (LEP)	3	3	3	3	3	3	3	I-AN	3
Medications	3	3	3	3	3	3	3	IPOS	3
Nutrition	3	3			3		3	IPOS	
Person Centered Planning / Individual Plan of Service	A	A	A	A	A	A	A	A	A
Philosophy and Current Trends in Providing Human Services	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN		I-AN
Recipient Rights	A	A	A	A	A	A	A	A	A
Regulatory Compliance	A	A	A	A	A	A	A	A	A
Suicide Risk Assessment and Intervention	I-AN	I-AN	I-AN					IPOS	IPOS
Teaching New Skills/Life Skills	3	3	3	3	3	3	3		3
Trauma Informed Services	3	3	3	3	3	3	3		3

- REFERENCE WEBSITES:**
- Balanced Budget Act
 - Health Insurance Portability and Accountability Act (HIPAA)
 - Deficit Reduction Act
 - Michigan Department of Community Health (MDCH)
 - Michigan Administrative Code
 - Michigan Mental Health Code
 - Michigan Occupational Safety and Health Administration (MIOSHA)

NORTH COUNTRY
MENTAL HEALTH AUTHORITY
 1420 PLAZA DRIVE,
 PETOSKEY, MICHIGAN 49770

COMMUNITY

